



Yeshiva College Bondi

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Annual Report under Recommendation 17.3 of the Royal Commission

Yeshiva College Bondi

Yeshiva College Bondi is a K to 10 co-educational Jewish day school located at 36 Flood Street, Bondi.

The school is a separate institution from Yeshiva College. The two organisations have always been separate entities with different Directors. Yeshiva College Bondi was not mentioned in the Royal Commission's recommendations to the National Office for Child Safety.

Students that attend Yeshiva College study the mandatory NESA Key Learning Areas while also studying additional Jewish Studies Subjects.

Policies and Procedures

Yeshiva College Bondi has in place policies and procedures for all staff and volunteers that sets behavioural standards towards children and explains reporting requirements and handling of complaints of child sexual abuse.

All policies for the school are approved by the College Board of Directors and implemented by management and staff at Yeshiva College Bondi. Policies are based on NESA requirements and advice given by the New South Wales Association of Independent Schools. Yeshiva College will review its **Staff Code of Conduct** and **Child Protection Policy** annually based on current advice from the Association of Independent Schools of NSW.

Key points to review in the Staff Code of Conduct will include:

- Compliance with the Code of Conduct
- Professional Expectations
- Breaches of the Code of Conduct

- Required Reporting
- Respect for People
- Duty of Care
- Work Health and Safety
- Professional Relationships Between Employees and Students
- Appropriate use of Electronic Communication and Social Networking Sites
- Use of Alcohol, Drugs and Tobacco
- Identifying and Managing Conflicts of Interest
- Declaring Gifts, Benefits and Bribes

Key points to review in the Child Protection Policy will include:

- Key Legislation
- Obligations to Report
- Procedures for Reporting
- Reportable Conduct
- Risk Management
- Confidentiality

The school records ongoing documentation of policies and procedures related to child safe standards and holds records of child protection training undertaken by staff. Child Protection Training will continue to be undertaken annually. This will be comprised of on-site training, online training through AIS NSW and may also include liaising with external training providers.

Professional development days are scheduled each semester to provide staff with training on these policies and procedures.

In 2018 all staff were required to complete an online workshop titled **Obligations in Identifying and Responding to Children and Young People at Risk Online Module** through AIS NSW.

In 2019 all staff will complete an online workshop titled **NSW Reportable Conduct and Allegations against Employees - Online Module** through AIS NSW as part of a 2-year cycle of child protection training.

Training for Students

The school engages an external consultant - Deborah Blackman from Educare, to provide protective education programs at the school for all students. These informative sessions provide students from Kindergarten up to Year 10 with child protection information and strategies for keeping themselves safe, while enabling students to have an opportunity to voice their views on child safe practices in the school and the community.

These programs will continue to be undertaken at the school annually as part of our PDHPE programs.

Pastoral Care

Keeping students safe is the number one priority of Yeshiva College Bondi and all students at the College have a religious studies teacher and a secular studies teacher involved in their pastoral care to effectively meet their personal, social, spiritual and academic needs. We have a dedicated team who work hard to make Yeshiva College Bondi a safe and supportive environment for our students.

Relationships between students and staff are important factors in the development and maintenance of a healthy school community and student achievement. Pastoral care at Yeshiva College Bondi is about all school staff enhancing the wellbeing of students through their relationships, interventions and the learning experiences they provide.

Components of the Yeshiva College Bondi Pastoral Care Program include:

- Participating in Tzivos Hashem to promote Jewish values and ethics
- creating a sense of belonging through team building activities, community service and peer support
- surveying students on school improvement
- tracking individual student progress
- enabling early intervention in identifying and dealing with specific needs
- celebrating student's success and achievements
- seeking external support for families and students in need
- the provision of good role models both at school and at home.



Dr David McGregor

Principal

11/12/18